

ACCORDING TO THE 2015 Today's Hospitalist Career & Compensation Survey, full-time hospitalists who treat only adults reported earning an average of \$261,791 in salary and bonuses (excluding benefits). Here's a look at more survey results:

COMPENSATION: A TWO-YEAR SNAPSHOT

How much do you make?

	2015	2014	% change
All hospitalists	\$249,608	\$239,858	4.1%
Full-time, adults	\$261,791	\$251,665	4.0%
Full-time, pediatrics	\$207,692	\$201,389	3.1%

COMPENSATION FOR FULL-TIME HOSPITALISTS TREATING ADULTS

Pay breakdowns by percentile

Pay amount	2015	2014	
<\$100K	1.2%	0.8%	
\$100K-149,999	1.6%	3.4%	
\$150K-199,999	8.2%	11.9%	
\$200K-249,999	37.2%	39.8%	
\$250K-299,999	27.0%	21.0%	
\$300K+	24.8%	21.4%	

HOW EXPERIENCE AFFECTS PAY

Pay by years as a hospitalist

	2015	2014	% change
2 or less	\$240,726	\$215,322	11.8%
3-4	\$255,082	\$250,833	1.7%
5-9	\$265,357	\$253,919	4.5%
10+	\$272,530	\$274,788	-0.8%

Pay by years in current job

	2015	2014	% change
2 or less	\$243,229	\$223,143	9.0%
3-4	\$266,071	\$263,224	1.1%
5-9	\$273,438	\$253,915	7.7%
10+	\$275,676	\$274,788	0.3%

HOW GEOGRAPHY AFFECTS COMPENSATION

Region	2015	2014	% change
Northeast	\$239,142	\$230,846	3.6%
South	\$275,210	\$265,441	3.7%
Midwest	\$262,708	\$238,470	10.2%
Pacific	\$269,940	\$260,576	3.6%
Southwest	\$266,912	\$273,863	-2.5%
Mountain	\$272,917	\$244,500	11.6%

GENDER GAP

	Male	Female	% difference
Full-time, adults	\$271,531	\$234,107	16.0%
Full-time, pediatrics	\$220,500	\$195,833	12.6%

HOW EMPLOYER TYPE AFFECTS COMPENSATION

	2015	2014	% change
Hospital/hospital corporation	\$266,009	\$255,527	4.1%
Local hospitalist group	\$265,625	\$264,631	0.4%
Multispecialty/primary care	\$269,444	\$253,409	6.3%
National hospitalist management company	\$274,167	\$265,710	3.2%
University/medical school	\$206,419	\$195,959	5.3%

HOW PAY STRUCTURE AFFECTS COMPENSATION

Payment model	Mean amount	% reporting
100% salary	\$238,014	25.6%
100% productivity	\$296,875	5.5%
Combo salary/incentive	\$267,876	68.8%

HOW VOLUME AFFECTS COMPENSATION

Daytime patient encounters per shift

10 or less	\$228,125
11-15	\$241,071
16-20	\$260,833
21+	\$269,318

Shifts per month

1-13	\$235,307
14-16	\$259,460
17-20	\$283,142
21+	\$269,363

CURRENT WORK SCHEDULE

Daytime only	\$253,205
Days, plus some night beeper	\$250,926
Days, occasional nights	\$269,830
Nights only	\$271,196
Rotate day/night blocks	\$260,921

PAY BY NUMBER OF FTE HOSPITALISTS IN GROUP

	2015	2014	% change
1-4	\$251,355	\$254,303	-1.2%
5-9	\$253,376	\$247,183	2.5%
10-15	\$264,209	\$258,863	2.1%
16+	\$270,909	\$250,700	8.1%

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